



NSPS Newsletter

*AF National Security Personnel System Office
11 February 2005*

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Current Status

The NSPS Enabling Regulations have been published in the Federal Register.

The NSPS Enabling Regulations that document the broad underpinnings for implementing NSPS will be available through the Federal Register on 14 February 2005.

The proposed regulations are subject to change, based on consideration of formal comments received during the comment period and the results of the meet and confer process with employee representatives.

Decisions on NSPS are not fixed until final regulations are published (targeted for late spring).

Individuals are encouraged to read the full text of the proposed regulations and provide comments and / or recommendations on the proposals.

Visit the [DoD NSPS website](#) to read the proposed regulations; the link to the document should be available as of Monday, 14 February. Comments may be submitted via this website or by mail.

Comments and recommendations will be accepted for 30 days only.
Comments must be received by 16 March 2005 to be considered.

Comments by mail should be sent to the following address:

**Comments
must be
received
NLT 16
March 2005**

**Program Executive Office, NSPS
Attn: Brad Bunn
1400 Key Boulevard, Suite B-200
Arlington, Virginia 22209-5144**

What You Need to Know about NSPS

NSPS modernizes the civil service system.

NSPS will allow the AF to attract, recruit, retain, compensate, reward, and manage our employees with a focus on performance, flexibility, and accountability.

Highlights include:

- ◆ Simplified pay banding structure, allowing flexibility in assigning work
- ◆ Pay increases based on performance rather than longevity
- ◆ A performance management system that requires supervisors to set clear expectations and employees to be accountable
- ◆ Streamlined and more responsive hiring processes
- ◆ More efficient, faster procedures for addressing disciplinary and performance problems, while protecting employee due process rights
- ◆ A labor relations system that recognizes our national security mission (our need to act swiftly to execute our mission), while respecting collective bargaining rights of employees

Coming to Terms

Want to know more about NSPS but don't understand some of the terminology? Welcome to *Coming to Terms*, a section where we explain acronyms and clarify terms and phrases.

Pay Banding: Pay banding is the compensation and classification framework that groups fifteen General Schedule (GS) grades into multiple broadbands (for example, an occupation may be divided into three, four, or five bands) based on career path and occupation. The main purpose of pay banding is to simplify classification and broaden pay ranges.

This newsletter is produced by the AF DP/DPPN staff and is provided as a public service by the Headquarters United States Air Force.

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